

High Sick Leave Consumption Louisville Free Public Library



KPI Owner: Carrick Arehart

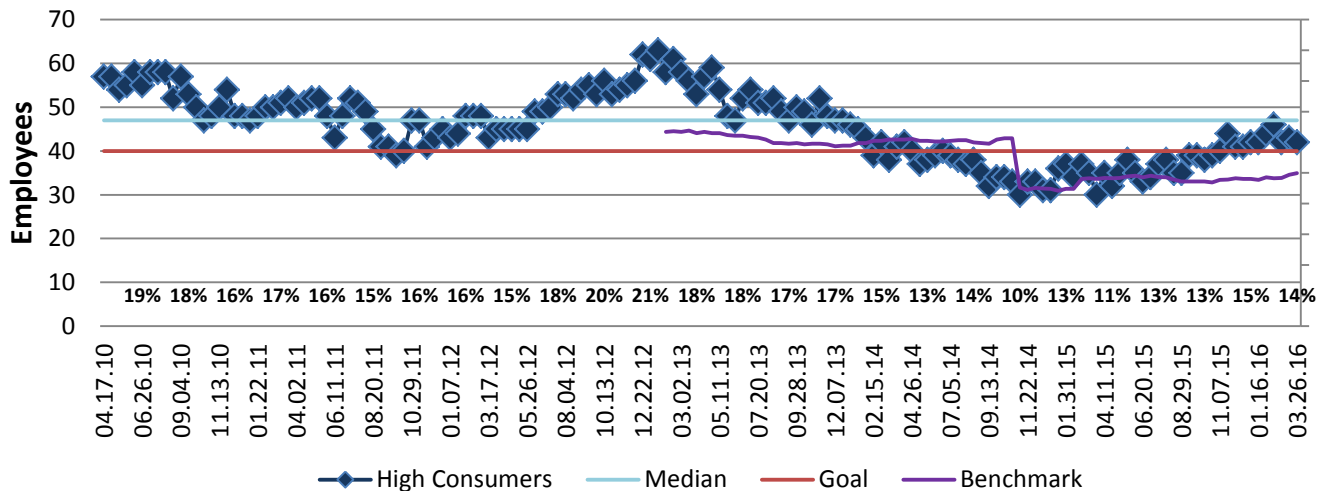
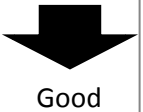
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY 2010-2012 Avg = 43 (18.9%) Goal: Reduce high sick leave consumption to 40 employees by June 30, 2016. Benchmark: 11.72% LMG Top Quartile 02/13/16	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of employees who used 9 or more out of 12 sick days in a 12 month period; ¹ rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Continue monitoring new leave policy.

How Are We Doing?

04.13.14-03.26.16 Rolling 52wk Avg Goal	04.13.14-03.26.16 Rolling 52wk Avg		03.29.15-03.26.16 Goal	03.29.15-03.26.16 Actual	
40	39		40	42	
Employees	Employees		Employees	Employees	

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Root cause analysis is not necessary because there is no gap between the goal and current performance.